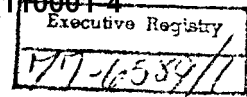




CHAIRMAN



UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

December 1, 1977

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

The attached publication is the fourth of the semiannual publications on agency implementation of the provisions of section 403 of Public Law 93-508 to provide maximum employment opportunities for disabled and Vietnam era veterans (VEV's). It covers the period July through December 1976.

Government-wide VEV hires, including hires under the Veterans Readjustment Appointment (VRA) authority continue the slight decline noted in the last semiannual publication. This decline is a reduction in absolute numbers and in percentage of total new hires. The decline in the use of the VRA authority is especially disappointing in view of the high unemployment among the younger VEV's with limited education and work experience whom the VRA was designed to help.

The record in hiring disabled veterans is more encouraging, though admittedly based on limited data. These data were not available prior to October 1976 when the monthly report on veteran hires, SF-113F was expanded to include a breakout of 10-point veterans. Statistics for the 3-month period (October-December) show that disabled veterans accounted for 12.5 percent of the VEV hires. This is more than double the percentage (estimated at 5.7 percent) of disabled veterans among the total VEV population. Though encouraging, this record appears less so when considered in light of the high rate of unemployment among disabled veterans, estimated between 30 and 50 percent.

The real measure of success in implementation of this congressional mandate is the number of veteran hires. While the Government-wide record remains good (in spite of the declining trend), there is great disparity in the record of individual agencies. The record of a few agencies has been outstanding; that of other agencies has been disappointing. In this regard, I suggest that you review the record of your agency, against that of other agencies as reflected in the table of veteran hires by agency appearing in appendix A. If the statistics show your agency to be lagging, I urge that you take the necessary action to strengthen your veterans employment program. In this connection, a review of the reports of the agencies with the best employment records is likely to indicate some activities that you may wish to apply in your program. Additionally, the staff of our Veterans Employment Programs office is available to provide technical guidance to your staff. They can be contacted on 254-3058. I hope you will call on them if you need assistance.

CSC

Alan K. Campbell

Attachment

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OFFICIAL ROUTING SLIP

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WASHINGTON, D.C. 20415

Executive Registry

77-6589

March 1, 1977

MEMORANDUM FOR HEADS OF DEPARTMENTS AND AGENCIES

The attached publication is the most recent of the semiannual reports required by PL 93-508 on the employment of disabled and Vietnam era veterans within the Federal Government. It covers actions taken from January through June 1976.

Section 403 of Public Law 93-508, the Vietnam Era Veterans Readjustment Assistance Act of 1974, states that it is the policy of the United States to promote maximum employment opportunities within the Federal service for qualified disabled veterans and veterans of the Vietnam era. This policy was established in response to the veterans' special need for employment assistance. To this day, as President Carter pointed out in his February 2nd report to the American people, unemployment among these veterans is much higher than among others of the same age who did not serve in the military.

The Government's record in providing employment opportunities for veterans is one of which we can all be proud. I am asking for your continued support so that our joint efforts will yield even greater results in the months ahead.

Georgiana H. Sheldon
Acting Chairman

Attachment

Employment of
**Disabled and
Vietnam Era Veterans
in the
Federal Government**

Reporting Period July 1, 1975—December 31, 1975



U.S. Civil Service Commission
Washington, D.C.

June 1976

EXECUTIVE SECRETARIAT

Routing Slip

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Civil Service Commission